

State Board of Education

June 15, 2017



Teachers and Leaders Council Recommendations
for Statewide Performance Evaluation Systems
for “Other Licensed Educational Personnel”

NRS 391.675

“Evaluations of counselors, librarians and certain other licensed educational personnel”

The State Board may provide for evaluations of counselors, librarians and other licensed educational personnel, except for teachers and administrators, and determine the manner in which to measure the performance of such personnel, including, without limitation, whether to use pupil achievement data as part of the evaluation.



January 2016 State Board Motion

By the **2018-2019** school year, statewide performance evaluations will be developed for each of the following, based on their respective national association standards:

- **school psychologists**
- **school counselors**
- **school speech language pathologists**
- **school nurses**
- **school social workers**
- **audiologists**

All other licensed educational personnel (TOSAs, PFs, instructional coaches, consultants, etc.) are to be evaluated using evaluations approved by district board of trustees based on role/function, and must include student outcome data based on role/function.



School Psychologists

- Based on the National Association of School Psychologists (NASP) Practice Model
- 4 compulsory standards (13 indicators) that encompass all roles of a school psychologist
- 7 additional standards (15 indicators) that may be chosen/used for formative purposes only
- All standards weighted equally



School Counselors

- Based on the American School Counselor Association's (ASCA) National Model
- 6 standards (20 indicators)
- All standards weighted equally



School Speech Language Pathologists

- Based on the American Speech-Language-Hearing Association (ASHA) Performance Assessment of Contributions and Effectiveness of Speech-Language Pathologists (PACE) matrix
- 5 Professional Practice Standards (18 indicators)
- 5 Professional Responsibilities Standards (13 indicators)
- All standards weighted equally



School Nurses

- Based on National Association of School Nurses (NASN) “School Nursing: Scope and Standards of Practice”
- 5 Professional Performance Standards (20 indicators)
- 5 Professional Performance Standards (20 indicators)
- All standards weighted equally



School Social Workers

- Based on the School Social Work Association of America (SWAA) and National Association of Social Workers (NASW) standards
- 4 standards (12 indicators)
- All standards weighted equally



2017-2018 Pilot Study

- **July/August:** collaborate with district leadership to determine pilot study participants
- **September:** begin pilot study
- **September – March:** provide supports and collect data
- **April-May:** review data, confer with stakeholder groups, hold public workshops
- **June:** hold public hearing/submit regulation language (if approved by State Board)



Recommendation for State Board Motion

Approval of the Statewide Performance Evaluations recommended by the OLEP Work Groups and the Teachers and Leaders Council for a pilot study during the 2017-2018 school year for the following personnel groups:

- school psychologists
- school counselors
- school speech language pathologists
- school nurses
- school social workers

